

## RESOLUTION 2020-05

### A RESOLUTION OF THE BOARD OF COMMISSIONERS OF WARRICK COUNTY, INDIANA, ESTABLISHING CERTAIN EMPLOYMENT POLICIES DURING EMERGENCY

**WHEREAS**, on March 6, 2020, the Governor of the State of Indiana issued Executive Order 20-02, which declared a public health emergency in the State of Indiana as a result of the novel Coronavirus Disease 2019 (“COVID-19”) outbreak in Indiana;

**WHEREAS**, on April 3, 2020, the Governor of the State of Indiana issued Executive Order 20-17, which renewed said public health emergency as a result of the COVID-19 outbreak in Indiana, with such declaration to expire on May 5, 2020, unless further renewed; and

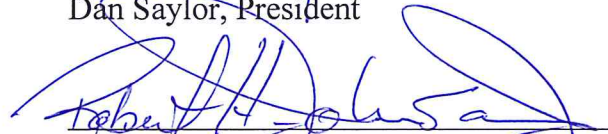
**WHEREAS**, certain steps need to be taken under these extraordinary circumstances to protect the health and safety of employees of Warrick County during the emergency while at the same time avoiding disruption of essential County government services to which the citizens of Warrick County are entitled to continue receiving during the COVID-19 public health emergency.

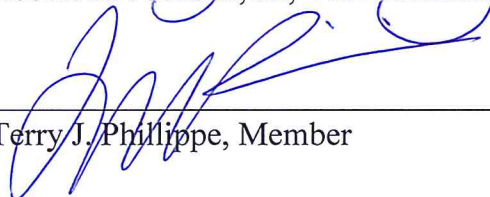
**NOW, THEREFORE, BE IT RESOLVED** by the Board of Commissioners of Warrick County, Indiana, a workforce reduction plan for all County employees shall be implemented effective April 1, 2020, pursuant to work plans developed by each department head. For those employees scheduled off work pursuant to workforce reduction plan, and are unable to work remotely while at home, then in that event the employee shall be paid at two-thirds ( $\frac{2}{3}$ ) of the employee’s regular hourly rate of pay or two-thirds ( $\frac{2}{3}$ ) of the applicable minimum wage, whichever is higher, equal to the number of hours they would have otherwise worked for the period of time through May 5, 2020. In that event, employees may apply additional accrued vacation and or sick pay to supplement the provided benefit at the employee’s discretion. If an employee requests time off work during this period in addition to the work plans implemented by each department, they may apply accrued paid time off benefits (PTO) or use unpaid leave all as approved by their supervisor. If any policies and procedures of the Warrick County Employee Handbook conflict with this emergency leave policy, then this policy shall control until such time as this policy is amended, is rescinded or expires. This pay resolution may be extended, or a back to work notice may be issued, effective after May 5, 2020, or may be modified or rescinded prior to May 5, 2020, by the President of the Board of Commissioners pursuant to the authority previously approved pursuant to Indiana law.


The above Resolution is passed and adopted by the Board of Commissioners of Warrick County, Indiana, this 6<sup>th</sup> day of April, 2020.

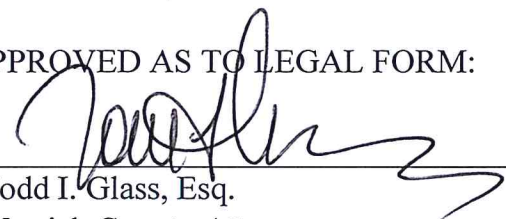
BOARD OF COMMISSIONERS  
OF WARRICK COUNTY, INDIANA

  
\_\_\_\_\_  
Dan Saylor, President

  
\_\_\_\_\_  
Robert H. Johnson, Jr., Vice President

  
\_\_\_\_\_  
Terry J. Phillippe, Member

ATTEST:  
  
\_\_\_\_\_  
Deborah K. Stevens, Auditor  
Warrick County, Indiana

APPROVED AS TO LEGAL FORM:  
  
\_\_\_\_\_  
Todd I. Glass, Esq.  
Warrick County Attorney